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and Art and Civic Organizations. The writer's enthusiasm for civic righteousness has been served by an inspirational style which does not always escape the charges of sentimentality and preaching.

As college texts, these volumes would be found too brief, no matter how suggestive. The writer's style and his treatment of his material are such as to make "civics" a better descriptive word for his work than the more formal "municipal government." For the busy teacher and the interested layman, however, these books have much to commend them.

LANE W. LANCASTER.

DAVID, DONALD KIRK. *Retail Stores Management Problems*. Pp. xxix, 1050. Price, \$6.75. Chicago: A. W. Shaw Company, 1922.

This most complete text on retail stores management represents a stupendous amount of searching throughout the business community for problems of retail stores management and a most satisfactory compilation of these problems in unified, orderly fashion. The problems incident to retail store operation are logically developed in accordance with the case method under group headings such as Accounting, Organization, Merchandising and Buying, which serve to give the reader contact with all phases of the retail manager's work.

The method of development of the text is such as to maintain the interest in the problems, since they are arranged in a progressive manner. It is difficult to imagine a more complete and thorough-going attempt to set forth in one volume all of the problems of the retail executive. The book will become standard as a reference text for retail stores management.

Although the author states in his preface that it is possible to utilize the book for a text without additional supplemental material in principles of store management laid down by lecture or text, it is nevertheless difficult to understand how a student might be expected to grasp all of the intricacies of the various problems presented without some supplemental informative material presented to him by his instructor.

The text is profusely illustrated with charts of forms, which partly aid the reader in visualizing many of the problems which are set forth. It would seem that the book would have been an impossible accomplishment without the aid of the large number of concrete management problems available to the author through the Harvard Bureau of Business Research, under Professor Melvin T. Copeland.

R. H. LANSBURGH.

RICHMOND, MARY E. *What Is Social Case Work?* Pp. 268. Price, \$1.00. New York City: Russell Sage Foundation, 1922.

In various fields of human activity, certain stock phrases come into being which are constantly used, on the assumption that every one knows the meaning and appreciates the implications of each such particular phrase. Yet the most superficial inquiry reveals the fact that such assumption is unfounded, that such phrases are used loosely, with far from a general agreement as to what is really meant or actually implied. In the field of social work, the phrase "case work" is an illustration in point.

In this volume, the fifth in the Social Work Series, published by the Russell Sage Foundation, Miss Mary E. Richmond, the editor of that series, director of the Charity Organization Department of the Russell Sage Foundation, and author of *Social Diagnosis*, sets herself to the task of answering the question of what social case work really is. The result is this well-written little book, which fills a very definite need, not only for case workers themselves, but also for a somewhat larger group perhaps which, while not actively engaged in social work, is interested in various ways and for differing reasons in an authoritative summary of the salient features and philosophy of case work.

"Social case work," says the author, "consists of those processes which develop personality through adjustments consciously effected, individual by individual, between men and their social environments." This, it is unnecessary to add, sounds simple enough. Only those who have

attempted to work out such adjustments, consciously, individual by individual, are in a position to appreciate all that is involved. To many these processes mean neighborliness and nothing more. "There is a half truth in this neighborliness theory," Miss Richmond points out, "for the good case worker must be both born and made, but its element of error is the failure to recognize how much is being done in social work to develop a native gift through training and specialized experience."

Good case work demands many things, an almost innumerable array of qualifications and conditions—insight into the innate make-up of individuals and the effect of environment upon them; an appreciation of the interdependence of human beings, of the fact that they are different from each other, that they are active willing entities, that they deteriorate when playing a passive rôle, in short, a respect for personality; a democratic point of view, with a realization that democracy is not a form of organization but a daily habit of life; a technique of many-sided approach, assembling and binding together processes; little enough work to enable "freedom of growth—freedom to do good work and freedom to make new discoveries through intensive service;" adequate time to think, study, or to discover what people are doing in other places; and an appreciation of all forms of social work, together with a willingness to carry through each special task in such a way as to advance all kinds of social work.

Thoroughly trained and experienced case workers will find, it is true, little that is new in this volume. Throughout the entire volume one feels the obviousness of much that is emphasized, "save that in the service of any particularly unfortunate one we always have to remind ourselves that it is so." Social work, it cannot be too often emphasized, consists not in brilliant and unique ideas, epigrammatically stated, but in getting done actually the more obvious essentials.

These essentials, conceived at their best, and dressed up in the psychological guise so much in vogue at the present time among the members of the guild, social case workers and other interested parties will

find herein set forth in a most admirable manner. The book is well written; the illustrations aptly selected, with a minimum of extraneous details. The library of no social worker or socially minded student is complete without this little book, besides the author's *Social Diagnosis*.

JAMES H. S. BOSSARD.

ELLWOOD, CHARLES A. *The Reconstruction of Religion, a Sociological View*. Pp. xv, 323. Price, \$2.25. New York: The Macmillan Company, 1922.

Modern society seems to suffer from something which, in the case of individuals, psychologists speak of as mental conflict. This condition is the result apparently of the co-existence of certain deeply rooted but incompatible elements in our collective life. Among these may be mentioned (a) our industrial organization, with the economic *mores* underlying it; (b) modern science, first applied to the physical and more recently to social phenomena; (c) modern democracy, using the term to signify a viewpoint or habit of life rather than any form of organization; and (d) our religious development, with the institutions and *mores* erected on the basis of the teachings of the Founder.

The literature of the last several decades shows that this conflict has been challenging the attention of an increasing number of thoughtful students, a liberal proportion of whom, like Professor Ellwood, have approached the problem from the viewpoint of religion. A great many of these books, while respectable and serious, have been relatively unimportant, either because the authors have sensed but not understood this conflict in its complex entirety, or because they have not known authoritatively all the elements involved. The author of *The Reconstruction of Religion*, however, shows clearly not only that he is on familiar ground in discussing the religious element in our social life, but that, in addition, he is a trained social scientist, and thoroughly conversant with the facts of our economic organization and development. This happy combination has made it possible for him to produce in the book under consideration a contribution of outstanding